

SUB  
TECHNICAL SERVICES  
OAKLAND PUBLIC LIBRARY  
125 - 14TH ST  
OAKLAND CA 94612

# No state control over \$1,346 job agency fee to worker

That \$1,346.94 bill to a job-seeker from a private employment agency is subject to practically no control by the state under a result of recent changes in the law and Reagan administration policies, the State Building Trades Council

told Millmen's Local 550.

State BTC Legislative Advocate Richard W. Mansfield wrote Local 550 Business Representative Arsie Bigby that jurisdiction over employment agencies had been transferred from the Department of Labor

Law Enforcement to a new Department of Consumer Affairs in 1967.

"In discussing this matter with Mr. William Montgomery, consultant to the Senate Industrial Relations Committee," Mansfield wrote the ad-

vises me that under the present administration and existing laws the regulation of employment agencies is practically non-existent and they can charge just about any fee that their client will agree to pay."

But there's hope, he indicated. He said he had consulted with Chairman Leo McCarthy of the Assembly Labor Relations Committee to him to sponsor legislation "correct the outrageous act

MORE on page 4

OAKLAND PUBLIC

OCT 15 1971

LIBRARY

# EAST BAY LABOR JOURNAL

THE ONLY OFFICIAL NEWSPAPER OF ORGANIZED LABOR IN ALAMEDA COUNTY

Owned, Controlled and Published by Central Labor Council of Alameda County—AFL-CIO and Building and Construction Trades Council of Alameda County—AFL-CIO

VOLUME XLV, NUMBER 31 **SCIENCE & INDUSTRY**

OAKLAND, CALIFORNIA, FRIDAY, OCTOBER 15, 1971

145

SINGLE COPIES TEN CENTS



BLUE CROSS employees cluster around a union representative who's telling them why union members have a better break than unorganized workers. Some of the hundreds who attended Office & Professional Employees Local 29's Blue Cross organizing picnic are shown.

## Union gains at Blue Cross

Union strength at five Blue Cross offices here, already in the hundreds, grew by 105 persons at Office & Professional Employees Local 29's organizing picnic in Oakland last Friday.

Congressman Ronald V. Dellums, Assemblyman Ken Meade and more than 30 officers and members of other unions told the Blue Cross employees why joining the union is the answer to their problems of not enough money and less than union working conditions.

Local 29 was host to more than 500 employees from the five Oakland offices which make up the health insurance agency's Northern California headquarters, at the picnic at Snow Mureum Park near Lake Merritt.

Donating their time to entertain the Blue Cross workers were four union musicians, Sam Zagami, Bill Castro and Anthony Cervone of Musicians Local 510 and Henry Abrahamson of Local 6.

The picnic followed a personal appeal by California Labor Federation Secretary John F. Henning in a letter distributed to Blue Cross employees.

"When the individual goes up against the company alone," Meade told the picnic, "the company wins. When workers get together in a union, they win."

Dellums noted: "The only institution trying to increase the incomes of the 40 per cent of American working people who earn from \$5,000 to \$10,000 a year is organized labor."

The 105 new unionists signed Local 29 authorization cards at the picnic.

The union, which lost a representational election two years ago after heavy management anti-union pressure on employees, began organizing again with support of the Alameda County Central Labor Council and the AFL-CIO when workers complained

MORE on page 6

## from the EDITOR'S CHAIR

### They stand for home and family but not motherhood

The world has always presented an array of strange and nutty things.

Which is one of its charms.

You'd lose a lot if you couldn't take a look at some of these aberrations and say: "My word, how crazy can you get? Thank heaven, I'm OK anyway."

The fact that others may from time to time say the same about us is only the exception. If they

knew what they were talking about they would understand that we are acting in an eminently sane fashion.

But be tolerant, realizing that when others sound off like that it keeps them happy.

\*\*\*

NOW TO the case at hand. In Sonoma County, women still have the babies while men have a background role in production. Like expeditor.

At least, I think so, although I'm a little shaken as a result of late information.

Because I learn there is a county ordinance which declares: "Sick leave may be taken

MORE on page 6

## OFFICIAL NOTICES

Union meeting notices page 6, correspondents columns page 4.

## Phase II unveiled; it looks a lot like Phase I 'freeze'

(Editorial page 7)

President Nixon unveiled his Phase II economic control plan last week and his treasury secretary followed up with details which indicated it was much like Nixon's Phase I wage "freeze."

Nixon took over network television and radio prime time October 7 to announce that after long study he had decided that a Pay Board and a Price Commission would take over at the current "freeze's" scheduled end November 13.

They will decide on wage and price increases, said Nixon.

But Secretary of the Treasury John B. Connally told a press conference October 8 that Nixon's so-called "Cost of Living Council" of government execu-

Economic stabilization law on which both the Nixon Phase I "freeze" and its Phase II version are based is up for a court test. Meat Cutters call it unconstitutional. See page 8.

tives headed by Connally will stay in over-all command.

The COLC, he said, will step in to straighten out any standards or guidelines set up by the board or commission in conflict with Nixon's over-all aims.

Labor has urged that any wage control body be completely inde-

pendent of government.

First word from the administration was that labor supported Nixon's plan but AFL-CIO President George Meany quickly set that straight.

Meany called the AFL-CIO executive council to meet Tuesday with Teamster and United Auto Workers leaders plus some AFL-CIO international presidents to study labor's reaction.

Not calling anyone a liar, Meany said in a statement October 8:

"Interpretations of the President's program, given to newsmen by the White House subsequent to the briefings given labor officials yesterday, are in conflict

MORE on page 8

## It's cooperation as Labor Council blasts 'freeze'

1 union organizes, second wins pact

It was a case of inter-union cooperation from start to finish as one clothing union organized and struck an Oakland plant and another wound up the strike Monday with a contract.

The firm is Cornell of California, a men's clothing manufacturer at 1810 San Pablo Avenue.

Workers contacted the International Ladies Garment Workers Union San Francisco Joint Board, asking for representation.

The ILGWU launched an organizing drive among the 25 employees and signed a majority while it was contacting the Amalgamated Clothing Workers of America Northern California Joint Board, which has men's clothing industry jurisdiction.

Management meanwhile fired four union employees and the workers struck October 4 receiving emergency strike sanction that night from the Alameda County Central Labor Council.

The employees voted unani-

MORE on page 8

The Alameda County Central Labor Council this week again took on the current Nixon wage "freeze" and, after debate, voted to urge AFL-CIO President George Meany to refuse to participate in the President's Phase II pay control board.

Proponents and opponents of the motion to wire Meany asking that the AFL-CIO stay out of Nixon's proposed Pay Board agreed in condemning the plan as government-dominated wage control.

Opponents declared, however, that the appeal could affect Meany's bargaining power in efforts to free the Phase II wage operation from government control.

The motion, by Rufus Day of Oakland Typographical Union

Local 36, passed 32-27 on a standing vote.

Earlier the council voted approval of a resolution prepared by Executive Secretary-Treasurer Richard K. Groulx at the executive committee's direction, urging affiliates to insist on all pre-negotiated money items, include retroactivity clauses in new agreements and strike if necessary for such demands.

It backed Meany's opposition to the "freeze" and declared:

"President Nixon's wage and price controls are contradictory to the expressed policy of the AFL-CIO... are discriminatory... because they restrict the wage earner's earnings while allowing profits to remain uncontrolled.

MORE on page 4

## Welfare study gets action

Acting just a week after receipt of a study panel's report indicting welfare management, the board of supervisors last week voted to merge welfare and two other agencies and displaced the welfare director.

The board's action in directing that Welfare Director Hrayr Terzian be reassigned to an unnamed post satisfied part of the Welfare Task Force Study Committee's demand that the county tackle the welfare management problem.

As a result of Terzian's removal, the study committee cancelled a scheduled Tuesday session with the board and was to meet the following day with the new command of the merged departments.

Alameda County Central Labor Council Assistant Secretary Ed Collins, the study committee's

lone labor representative, said he agreed with the removal of Terzian but was reserving judgment on the over-all shift at least until the meeting with Jack Frazer McKay, head of the new merged department.

The study committee was to discuss implementation of its many recommendations for welfare improvement with McKay.

McKay heads a merger of the Welfare, Probation and Human Relations Departments into the new Human Resources Agency.

A week before it took its drastic action, the board had received the study committee's 355-page report and directed the committee to return to the board Tuesday with a list of "priorities" for action on welfare.

The study committee demurred

MORE on page 4



# Non-renewals on property insurance

By **SIDNEY MARGOLIUS**  
Labor Journal Consumer Expert

Already shocked by big jumps in property insurance rates in recent years, both homeowners and renters in many areas now also are plagued by non-renewals, just as car owners have been for some years.

Readers have reported non-renewals not only in so-called high risk areas but also in well-protected areas. Often, in recent years, policies have been dropped by insurers because residents such as working couples or single men or women were not at home during the day.

**THIS NEW** attitude has developed because usually homeowner and apartment insurance includes burglary insurance, and insurance companies fear such premises may be inadequately protected during the day.

Thus, Marian Grunder, a well-known Long Island, New York, newspaperwoman was informed by the big U.S. Fidelity and Guaranty Co. that it would not renew her policy because "your premises are unoccupied daily."

Mrs. Grunder, a determined and knowledgeable woman, fought back.

She pointed out to the company that this attitude noticeably discriminated against working women; that actually she worked five minutes away and returned daily for lunch with her school-age children.

She also wrote letters to her state legislators, local newspapers and community organizations.

## \$900,000 in back pay

The U.S. Court of Appeals in Philadelphia has upheld the Labor Department's right to obtain more than \$900,000 in back pay, including interest, for some 2,000 women employees of the Wheaton Glass Company of New Jersey.

The money represents underpayment of wages to the women in violation of the Federal Equal Pay Act requiring equal pay for men and women doing substantially equal work.

The company reinvestigated, found that it had "made an error," as the company president told me, and that her home was indeed "a normal risk with normal exposure."

A New York State assistant attorney general reported that even he was non-renewed because there was no one home during the day.

One retired worker in Port Ludlow, Washington, had the property insurance on his small old house cancelled by Continental Insurance Co. because it was too low in value for them to bother with.

Other homeowners in recent years have found themselves cancelled because they made several minor claims. Often the total of such claims has been much less than the policy-holders had paid into the insurer's coffers.

**HEAVIEST** cancellations, of course, have been in actual high-risk areas, to the extent that the government now requires and even subsidizes property insurance for families and businessmen who are unable to buy it privately or must pay very steep rates.

There are two such plans. The FAIR plan (Fair Access to Insurance Requirements), established in 1968, provides fire and extended coverage through insurance pools in areas where individual insurance companies will not write it.

In New York State, more than 25 per cent, and in Washington, D.C., more than a third of all such insurance currently is being provided under the FAIR plan, Virginia Knauer, consumer assistant to the President, reported. The FAIR program does not operate all over the country.

Another program, which became effective in 1971, provides crime and theft insurance in areas where such private insurance is not available at "affordable" rates as determined by the government.

Currently, this program is operating in California, Connecticut, Illinois, Maryland, Massachusetts, Michigan, Missouri, New York, Ohio, Pennsylvania, Rhode Island, and the District of Columbia, under the supervision

of the Federal Insurance Administration.

The program is actually operated by private companies, for example, Aetna Casualty and Surety Co. in a number of states.

The Federal Insurance Administration is part of the Department of Housing and Urban Development (HUD). You can find the address of the local HUD offices in your telephone book or can write to HUD, Washington, D.C. 20411.

You also can get the forms for this program from any licensed broker. Presumably you will have been turned down by a private company beforehand because yours is considered a high-risk area.

**BUT WHILE** these alternative programs are available in some areas, homeowners and renters

should not accept passively any non-renewals they suffer, but should complain to the state insurance department and to the Federal Insurance Administration.

The alternative federal programs are available only in some areas. If insurance companies think they can just take the select risks and dump people in higher-risk areas or working people who must leave their homes unattended during the day, consumers may have to ask the government to take over the job of providing household coverage altogether.

Homeowners also have become increasingly concerned about flood insurance. This is a risk they never paid much attention to before. But recently floods in the Northeast seriously damaged many homes, as they have in

other parts of the country in other years.

Until recently flood insurance was not widely available to homeowners. Now there is a federal program for this need too, although again it is available only in some areas.

The program is administered by the National Flood Insurers Association consisting of private insurers subsidized by the government to provide this coverage.

However, the association covers local communities only if the town government applies for this coverage and agrees to take needed flood control measures. In such areas, any insurance agent can supply the necessary application forms, or you can get information from the Federal Insurance Administration, care of HUD.

(Copyright 1971)

## Consumers Union reports on botulism

**WHILE WE** were preparing the accompanying report of soups, a Westchester (N.Y.) man ate from a can of soup and died. His wife, who ate from the same can, became critically ill. Both had been stricken by botulism, an acute form of food poisoning.

Fortunately, botulism is rare. Only some 50 deaths have been ascribed to it in the U.S. during the past 10 years. When botulism does occur, its cause is usually traced to improper food-processing methods.

And that was the case in this latest, widely publicized poisoning. The suspect soup was Bon Vivant Vichyssoise, made by Bon Vivant, Inc., Newark, N. J.

The Food & Drug Administration ordered a recall of all the company's gourmet line of soups, sauces and other canned foods. The company closed its plant.

The FDA commissioner, Dr. Charles C. Edwards, announced that the botulin contamination was caused by "human error."

**CONSIDERING** the deadliness of the toxin, that was a pretty airy way to put it. For there is a conviction among food technologists that botulism should never occur in commercially canned goods. It's easily preventable with adequate commercial cooking methods and equipment. (The majority of botulism outbreaks over the past half century have been attributed to home-canning errors).

The principle of "commercial sterility" is so firmly established that CU did not test any canned soups for bacterial populations.

Canned soups are—or should be—processed at such high temperatures and pressures that virtually all organisms within them are destroyed.

Since the principle and the process are well understood, it's a pity that you cannot accept the resulting product on faith.

It's sort of a cruel joke of evolution that one of the deadliest poisons known to man is produced by a primitive, archaic organism that no longer has a proper place in the society of life.

**CLOSTRIDIUM BOTULINUM** is anaerobic. It cannot grow where air is present, which suggests that it evolved at a time in the remote past when the earth's atmosphere was without free oxygen.

Suppose a botulinus-inhabited vegetable is deposited in a can and the can is vacuum-sealed. Suppose further that the can is heated to 200 degrees F., a temperature sufficient to kill most bacteria. Clostridium botulinum would still survive.

When the heat's off, it finds itself with no air and no bac-

terial competitors—perfect conditions for growing and multiplying.

As it grows and multiplies, it emits poisonous waste material (three types of which are lethal to man). No one is quite sure why botulin is as toxic as it is.

**STATISTICIANS** say that Type A botulism, the type identified in the Westchester incident, kills about 70 per cent of the time.

A fail-safe method of destroying botulinus spores is well known throughout the canning industry: Cook the cans for half an hour in dry saturated steam at 15 pounds per square inch above normal atmospheric pressure. That should bring the steam temperature up to about 250 degrees F.

Given the proper cooking apparatus—a large retort into which steam is forced under pressure—there are only a few things that could go wrong. Here is one possibility:

The valve that's supposed to let all the air out of the retort might malfunction.

Air would remain, compressed by the incoming steam but not so hot.

The retort's pressure gauge would give satisfactory readings, but cans within the retort would not be heated to 250 degrees F.

In any event, the presence of botulin can only be explained by inadequate cooking temperatures or controls. A further possibility is that the adequacy of heat varies within the retort.

**THE HOTTEST** portion would tend to be along the inside surfaces of the retort; the coolest in the middle of the mass of cans.

The hottest cans might emerge perfectly safe to eat. The cans in the middle might not even have reached temperatures that would kill off common, gas-forming bacteria; in a short time they would swell or leak.

Somewhere along the borderline might lurk the botulin containers, heated to a temperature high enough to kill off most bacteria but not high enough to kill off the botulinus spores.

The borderline cans need not give any clue whatsoever of their deadly contents. They may look normal. The contents may look and taste normal.

Even after the cans have been opened, it's possible to destroy the botulin by boiling for 15 minutes. But of course that's an unnatural way to prepare canned foods that are customarily served and eaten cold—like vichyssoise.

**AN FDA OFFICIAL** admitted that the Bon Vivant plant hadn't been inspected since May 19, 1967—four years before the latest botulism tragedy.

One plant in New York went 12 years without an inspection.

**The FDA complains** that it has neither the manpower nor the money to do a more thorough job.

The present inspection system, in the words of FDA officials is one of "repair rather than prevention . . . It takes somebody getting killed to get the public concerned enough . . ."

An inspection system founded on the prevention principle is run by the U.S. Department of Agriculture, which has jurisdiction over all foods containing meat and poultry.

**USDA** maintains a corps of in-plant inspectors all over the country. According to law, the inspectors should take a representative sampling of each lot of canned goods containing meat or poultry. Evidence points to the fact that there was a USDA inspector in the Bon Vivant plant near the time that the poisonous vichyssoise was canned. But vichyssoise, of course, wasn't in his department.

Shortly after the poisoning, a USDA inspection of Bon Vivant gave no clue of things going wrong at the plant.

Clearly a more foolproof form of inspection would be welcome.

Meanwhile the best we can hope for is that canneries maintain a watchful eye over the processing methods. At this point, neither CU nor the FDA have any confidence in Bon Vivant-processed food, and we would advise that consumers who find such in their cupboards to throw the cans out.

A list of all recalled Bon Vivant products is published on page 542 of the September 1971 issue of Consumer Reports.

(Copyright 1971 by Consumers Union of United States, Inc., Mount Vernon, N.Y.)

## EAST BAY LABOR JOURNAL

Owned and Published every Friday by Central Labor and Building and Construction Trades Councils of Alameda County

1622 E. 12th STREET, OAKLAND, CALIF. 94606  
Business Office 261-3981  
Editor 261-3980  
Advertising 261-3983  
261-3984

Second-Class postage paid at Oakland, Calif.  
Subscription Rates—One year \$7.50. Single Copies 10 Cents. Special Rates to Unions Subscribing in a body.

LABOR PAPER ADVISORY COMMITTEE  
CENTRAL LABOR COUNCIL—David Creque, Vern Duarte, Richard K. Groulx, Carl Jaramillo, Leslie Moore.

BUILDING AND CONSTRUCTION TRADES COUNCIL—Leroy Barstow, J. L. Childers, Bruce Dillshaw, George A. Hess, Al Thoman.  
JOHN M. ESHLEMAN, Editor

POSTMASTER: PLEASE SEND CHANGE OF ADDRESS NOTICES, FORM 3579, TO 1622 EAST TWELFTH STREET, OAKLAND, CALIF. 94606.

## YOUR MONEY'S WORTH

by Sidney Margolius

### "CENTS OFF"

**COFFERS CAN FOOL YOU!** OFTEN THEY ARE ON EXPENSIVE NEW PRODUCTS SUCH AS DESSERT TOPPINGS OR EXPENSIVE BRANDS OF COFFEE. "U.S. CONSUMER" NEWSLETTER TOLD ABOUT ONE COUPON OFFER OF 25 CENTS OFF ON A 59-CENT CAN OF SCALLOPED POTATOES IN "CREAM SAUCE". THE RESULT WAS ONE SERVING OF POTATOES FOR 34 CENTS. SOME HIGH-PRICED FOOD PRODUCTS ARE SOLD FOR A LARGE PART OF THE YEAR WITH PURCHASED "CENTS OFF" COUPONS.



**IF A STORE HAS NOT REDUCED THE PRICE ON A PRODUCT YOU DO WANT IN PROPORTION TO THE CENTS-OFF OFFER, TELL THE MANAGER AND ASK HIM TO REDUCE THE PRICE ACCORDINGLY.**



### GIVE YOUR DOLLAR MORE POWER

WHEN YOU SHOP FOR WOMEN'S AND CHILDREN'S APPAREL INSIST ON THE LABEL AT THE RIGHT. AT THE LEFT IS THE LABEL OF THE INTERNATIONAL STEREOTYPERS AND ELECTROTYPERS UNION OF NORTH AMERICA





# Aerospace industry warned not to hide behind 'freeze'

The Big Four of aerospace have sat tight in negotiations, since the Nixon wage "freeze" began, but last week the two major unions in the industry warned them to bargain or face strike action.

A joint Los Angeles meeting of representatives of the International Association of Machinists and United Auto Workers warned management it can't use President Nixon's action indefinitely as an excuse to stall.

Delegates from IAM and UAW local unions in the United States

and Canada announced that, as soon as Phase II of the "freeze" starts, they will immediately set strike deadlines at Boeing, Douglas, Lockheed and North American Rockwell plants.

An earlier deadline previously was set at the Vertol helicopter plant of Douglas at Malton, Ontario. The UAW accused management of aping the U.S. freeze psychology, and set noon Wednesday of this week as the deadline for negotiating a new contract.

Three hundred delegates to the

joint meeting reported that negotiations in aerospace have been "frozen on dead center" since August 15, when Nixon announced he was "freezing" all wage increases for at least 90 days.

"The flagrant inequities of the Nixon freeze, which is rigid for wage earners but lenient, and largely unenforced and unenforceable for employers, inspired aerospace managements to contrive a freeze of their own to put collective bargaining on ice," the conference charged.

"The evidence is plain that aerospace management has not engaged in serious bargaining," the statement said.

It charged that the companies have refused to negotiate meaningfully even on non-economic issues.

The conferees called on management of the Big Four firms to "come out from their hiding place behind the Nixon freeze with a resolve to resume negotiations in good faith" both as to economic and non-economic issues.

Union negotiations with Lockheed were suspended for weeks while the company lobbied for a Congressional appropriation to stay in business.

Talks had just been resumed and continued past a July 23 expiration date when the freeze order broke.

Contracts with Boeing, Douglas

and North American Rockwell reached their expiration dates in September.

Other expiration dates of union agreements are—United Aircraft Corporation in Connecticut November 30 and the McDonnell division of McDonnell Douglas in St. Louis, next January 30.

The UAW and the IAM reminded all managements in the industry that the two unions signed agreements last March 12 binding themselves to "strengthen our cooperative relationship ... to assure maximum strength" at the negotiating table.

IAM President Floyd Smith and UAW President Leonard Woodcock told the aerospace rally that their unions will not accept any wage and price formula that puts the burden of economic stabilization on the backs of the working man.

## City employe vote on despite suits; ballots sealed

Voting in Oakland's city employee representational election was to wind up today, but two lawsuits will delay ballot counting until November 3.

The 1,800-plus non-uniformed city workers were choosing among the Alameda County Building Trades Council, United Public Employees Local 390 and the Oakland Municipal Civil Service Association in contested units. Three other units had been awarded to organizations with a majority of employee signatures.

OMCSEA and American Federation of State, County & Municipal Employees Local 1675 had sued to halt the vote because it was begun before the city council had adopted an employee relations ordinance, which they said should determine makeup of units.

Presiding Superior Judge Robert Kroninger, however, ordered ballot boxes sealed until November 3 when the suits are to be determined.

## AFT wins in Portland

The American Federation of Teachers won bargaining rights for Portland, Oregon, schoolteachers who voted 1,934 for AFT to 1,045 for the National Education Association affiliates. A year earlier, NEA had nosed out the Teachers Union by 89 votes.

## CHAPEL of the OAKS

3007 TELEGRAPH AVENUE  
TELEPHONE 832-8100

## FUNERAL DIRECTORS

## WESTERN TITLE GUARANTY COMPANY

BERKELEY . . . . 841-7505  
FREMONT . . . . 797-4122  
HAYWARD . . . . 537-1165  
LIVERMORE . . . . 477-9120  
OAKLAND . . . . 893-8100  
SAN LEANDRO . . 483-4000

## Goodman's

ON  
Jack London Square  
CATERING  
TO THE  
ENTIRE BAY AREA  
BANQUET FACILITIES  
100 TO 2,000  
No. 10 Jack London Square  
Phone 834-8188 Oakland

## League of Cities battle starts here -- 1st bout is a draw

Alameda County labor has launched its part of the battle to cut the anti-union League of California Cities loose from its tax money financial base and the first round came up a draw.

The Berkeley city council voted 4-4 on two motions last week. They were to defer action on withdrawing from the league until the latter can appear and to withdraw, which would have denied the organization Berkeley's tax support.

With no majority for either motion, there was no action. Assistant Secretary Ed Collins told the Alameda County Central Labor Council.

Collins, who appeared at the Berkeley council meeting, said the Labor Council will continue to ask city governments to withdraw from the league and thus deny it city funds.

The California Labor Federation's executive council at its Sacramento meeting last week again called on affiliates to fight use of local tax money for the league.

While its ostensible purpose is to represent cities interests at Sacramento, the league at this Legislature session has opposed labor-backed legislation for better workmen's compensation, for free choice of doctors by industrial accident victims and for public employee collective bargaining.

**PIANO BUY.** Console Spinet, like new, assume low mo. pyts. Also WALNUT ORGAN. Phone collect 509-TE8-1088 or write Adjustor, W. 908 Sprague, Spokane, Washington 99204.

## STATEMENT OF OWNERSHIP

STATEMENT OF OWNERSHIP, MANAGEMENT AND CIRCULATION (Act of August 12, 1970: Section 3685, Title 39, United States Code)

- Title of publication: East Bay Labor Journal.
- Date of filing: Oct. 1, 1971.
- Frequency of issue: weekly.
- Location of known office of publication: 1622 E. 12th St., Oakland, Calif. 94606, Alameda County.
- Location of the headquarters or general business office of the publishers: 1622 E. 12th St., Oakland, Calif. 94606, Alameda County.
- Names and address of publisher, editor and managing editor: Publisher, Central Labor and Building and Construction Trades Councils of Alameda County, 2315 Valdez St., Oakland, Calif. 94612. Editor, John M. Eschleman, 1622 E. 12th St., Oakland, Calif. 94606. President, J. L. Childers, 1622 E. 12th St., Oakland, Calif. 94606.
- Owner East Bay Labor Journal, Inc., 1622 E. 12th St., Oakland, Calif. 94606.
- Known bondholders, mortgagees, and other security holders owning or holding 1 per cent or more of total amount of bonds, mortgages or other securities: Central Labor Council of Alameda County, 2315 Valdez St., Oakland, Calif. 94612. Building & Construction Trades Council of Alameda County, 2315 Valdez St., Oakland, Calif. 94612.
- For optional completion by publishers mailing at the regular rates (Section 132.121, Postal Service Manual). In accordance with the provisions of this statute, I hereby request permission to mail the publication named in Item 1 at the reduced postage rates presently authorized by 39 U.S.C. 3626.
- Signature and title of President: J. L. Childers.
- For completion by nonprofit organizations authorized to mail at special rates (Section 133.122, Postal Manual). The purpose, function, and nonprofit status of this organization and the exempt status for Federal income tax purposes have not changed during preceding 12 months.
- Extent and nature of circulation:

	Average No. copies each issue during preceding 12 mo.	Actual number of copies of single issue nearest filing date
A. Total No. copies printed	24,425	23,083
B. Paid circulation		
1. Sales through dealers and carriers, street vendors and counter sales	None	None
2. Mail subscriptions	23,699	22,357
C. Total Paid circulation	23,699	22,357
D. Free distribution by mail, carrier or other means		
1. Samples, complimentary, and other free copies	451	451
2. Copies distributed to news agents, but not sold	None	None
E. Total distribution (Sum of C and D)	24,150	22,808
F. Office use, left-over, unaccounted, spoiled after printing	275	275
G. Total (Sum of E & F—should equal net press run shown in A)	24,425	23,083

I certify that the statements made by me above are correct and complete.

J. L. CHILDERS, President

OAKLAND, CALIFORNIA, FRIDAY, OCTOBER 15, 1971

3

## 10-hour day, 4-day week fails test

The four-day, 40-hour week was tried at a Kent, Washington, plant and dropped when it was found seriously wanting.

"Errors increased and production went down," said Ed Bernoski, business agent of Machinists Local 79, which represents the employees at the Heath Tecna Corporation.

Bernoski said the union would not be adverse to trying the four-day, 40-hour week again under a different operation.

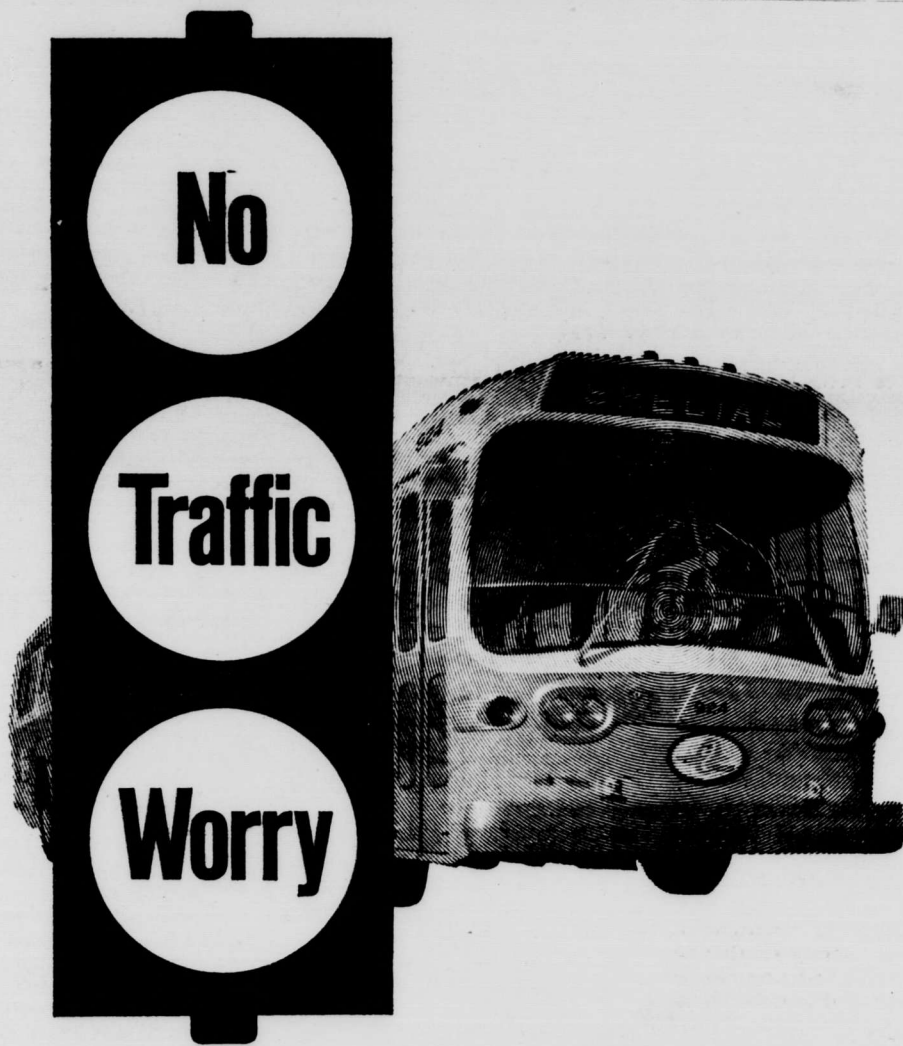
But he noted that efficiency dropped during the final two or three hours of the 10-hour shifts, especially during hot

weather, as workers tired.

Some Machinists worked Monday through Thursday and others worked Tuesday through Friday of the week, giving them three-day weekends.

Robert Vogt, industrial relations director at the plant, said the plan also created work-scheduling problems for the company.

The shop would have minimal staffing Mondays and Fridays, sometimes making it difficult to get out pressing orders. It also made it necessary to work supervisors longer, he said.



Let AC Transit's professionals do your driving. Take the bus. Take it easy. Take it car-free . . . carefree.

## WHY SMART PEOPLE RIDE THE BUS:

- No traffic driving • No parking problems • Saves money
- Convenient • Fast • Clean • Safe

**Go AC Transit**

508 Sixteenth Street, Oakland 94612

OAKLAND 653-3535, HAYWARD 582-3035,  
RICHMOND 232-5665, SAN FRANCISCO 434-4334



BOARD OF DIRECTORS: Ray Rinehart, President • E. Guy Warren, Vice President  
William E. Berk • William J. Bettencourt • Robert M. Copeland • Claude Daughtry • John McDonnell



## Sheet Metal 216

BY FRED AND BILL

It has become increasingly evident that many of our members should take advantage of the fine classes offered at Laney College to catch up with the many changes in our trade.

New products and methods of performing our trade make it imperative that everyone try to keep abreast of the changes. Frederick Loeser is instructing a Lay-out Class at Laney College on Tuesday and Thursday nights from 7 p.m. to 10 p.m. Enrollment in this class is open so let's fill it up!

Welding instruction is available on Friday afternoons in Heliarc, Wirefeed, and regular Stickfeed Arc Welding. The Sheet Metal shop is room F-181, located on the 7th Street side of the campus. Enrollment instruction may be obtained there during class hours.

The article for the past two weeks was devoted mainly to the publication of questions and answers concerning our Pension Plan. If you require additional information, please contact the Welfare and Pension Office or the office of Sheet Metal Workers Local 216.

There have been inquiries at the office concerning Veteran's Day, Monday, October 25. This is one of our recognized Holidays and will be a Holiday for Sheet Metal Workers.

One of our long time members, Cliff Rigler, passed away this past week, we send our sincere sympathy to his friends and loved ones.

Regular membership meetings are held on the third Wednesday of each month, Labor Temple, 2315 Valdez Street, Oakland.

Members of the Tri-State Death Benefit Fund, Death Assessment 710 is now due and payable.

## Chios and Chatter

BY GUNNAR (BENNY) BENONYS

Happy Anniversary greetings to Edgar and Sybil Helsby who celebrated their 41st wedding anniversary, Monday, October 4, 1971!

Gerald and Alberta Woodward went deer hunting in Modoc County. Got a deer, three pointers, on the first day. It dressed out at 83 pounds. Had a little tough luck too. Got snowed in, car engine cracked the block. Managed to get home to make the repairs. Excessive snow (up to 12 inches), rain and sleet ended the hunting for a lot of people in that area.

Barney and Dora Holder, as Worthy Patron and Matron will be attending the Statewide Eastern Star Grand Chapter Convention in Sacramento the week of October 18, 1971.

Off on his vacation is Wilson Massey.

Our Financial Secretary "classy," They say he's Alabama bound. To enjoy some tasty Southern food,

We'll miss him while he's away. Look out, Southern Belles, he's on his way!

Li'll GeeGee, our office vamp, went into the super market with her hair in rollers. A young man couldn't take his eyes off her. Finally, he approached her and asked, "Lady, what stations do you get on that?"

Uncle Benny comments, There was a time when a boy couldn't wait to become old enough to shave. Nowadays, as soon as the kids are old enough to shave, they won't!

Cousin Al observes, in a free country every man is entitled to express his opinion—and every other man is entitled not to listen!

The Old-timers pin presentation affair is now in the final stages of planning. Notices will be sent out to all those members concerned. Be SURE to return

the cards as promptly as possible so YOUR committee may reserve a seat for YOU.

Robert Griebel, our Local Union President, Has on his vacation went, In his powerful Imperial automobile the hot sun, wind and rain he'll never feel.

On his long journey to Kansas He'll probably stop in Reno or Los Vegas,

To pick up some bonanzas To augment his expenses to Kansas,

For three whole weeks he'll be gone

And will return some early dawn!

OPERATION PAPERBACK is still in business. Many thanks to Brothers Robert E. Jacobs and Bill Rusch for their contribution of books.

Heard from Brother T. J. Richards, now living at Clearlake Highlands. Recently flew to Hawaii to attend his son's wedding. On September 15, after his return, he suffered a heart attack. Received immediate treatment and is feeling much better now. Says "Hello" to all the Brothers.

Fred Durlinger just returned from a trip to Raytown, Missouri. Stopped in Colorado Springs and Durango on the way back.

Curtis Wayne Ashcroft, son of Mary and Curtis Ashcroft, has just returned from serving in the Peace Corps in Nicaragua. His childhood sweetheart, Robin Santos, also joined the Corps and they were married there. From there they took an extended tour of various South American countries.

Guess that's enough. Did you ever see a Busy Agent at a loss for words, written or otherwise? See you at YOUR next UNION meeting, Brothers?

## Steamfitter Notes

BY JAMES H. MARTIN

Considering the continuing of our Bay Area Indian Summer weather, vacations and sporting events, the turnout of our October 7 membership meeting held in Oakland was not bad.

President Boyer transacted a great deal of business, covering various Committee reports. The business office report was submitted by Business Representative Bob Beeson. His report covered various jobs in Alameda and Contra Costa Counties, also our Union's unemployment situation, which is bad, and that many of our members have found work in out-of-state U.A. Local Unions, through Travel Card procedures.

On behalf of the business office, Bob presented the following travel card procedure that will be put into effect immediately covering our travel card members while working away from home, thereby making it possible to retain your status on the out-of-work list in Local 342, and has been approved by the membership:

1. The travel card member's name shall remain on the out-of-work list, which will enable him to work his way to the top of the list, at which time he will be notified via his home, telephone number or address.

2. This policy shall apply to those members who are working on a travel card, due to unemployment in Local 342 but shall not apply to those members who are representing a Contractor. Memo—your cooperation in this matter will be appreciated by the business office.

The final phase of our Concord offices and Apprenticeship Training Center has gotten under way with the contracting of the electrical power, etc. So, upon completion of this, the building will be ready for membership meetings.

We have been advised by the Union Labor Life Insurance Company that the monthly premium of \$1.50 has been increased to \$1.91 per month. This is due to increase on death benefits paid. Our experience report shows that during the period July 1, 1970 through August 31, 1971, a total



DRUG ABUSE study by Washington, D.C., high school students was sponsored by the Communications Workers of America. CWA President Joseph A. Beirne congratulates students on the study which the union hopes will give answers to drug problems.

dent Joseph A. Beirne congratulates students on the study which the union hopes will give answers to drug problems.

## Labor Council blasts 'freeze'

Continued from page 1

"The wage and price freeze deliberately negates long term contracts negotiated in good faith and the present administration has even attempted to use the freeze as a strikebreaking gimmick."

In support of his motion, Day declared that "if Meany backs Nixon's play to hold down wages, he'll be in the same camp with (Treasury Secretary) Connally. . . . This thing won't work unless labor backs it up."

Jack Faber of Cooks Local 228 rejoined that Meany was on record against the Phase II government restrictions over the pay board and was seeking to eliminate them.

"Meany and the AFL-CIO executive council don't need to be reminded by the Alameda County Central Labor Council that it's a fraud," he said.

Charles Shain of University Librarians Local 1795 said he would oppose even an auton-

mous pay board because, while it would control wages, "they talk about only studying profits — a study is what you do when you don't want to do anything. The only thing labor can do is say we're against it all the way."

Assistant Secretary Ed Collins read a memo from Groulx, who was on vacation, urging no action to interfere with Meany's bargaining power.

Anne Draper, Amalgamated Clothing Workers Local 42, noted Phase II's exclusion of profit, interest or dividend control while curbing wages and handing industry tax breaks. "It's unjust, inequitable and unfair," she said. "We should express our opinion against it."

Carl Jaramillo, Paint Makers 1975, said labor should put the burden on Nixon of assuring complete autonomy for the pay board. Earle Mays, AFSCME-EBMUD 444, said labor's "rank and file should be heard against the blank check power given the President."

## Watchmakers 101

BY GEORGE F. ALLEN

We had a good turnout at the San Jose Group Meeting held on Tuesday, October 5, and after receiving a complete report on the actions of the Union Meeting held on September 16 in San Francisco, there was no objection to the procedures the Union is following for a new Union Agreement, including the "No Contract No Work" meeting to be held on Monday, October 18 in San Jose, as well as in San Francisco.

We sincerely hope that everything will be worked out so we do not need these "No Contract No Work" meetings on October 18. However, if you are not certain as to what you should do, telephone the Union office on Friday, October 15 for instructions.

One member in—one member out. We recently reported that Robert Schenk, employee of Bennett's Jewelers in San Mateo, had been in the Redwood City Kaiser Hospital and was at home recuperating. We are happy to report that Bob Schenk is now back at work. In the Kaiser Hospital in Santa Clara is Ed Bachmann, watchmaker for George Hirzel Jewelers in Mento Park. We hope that we can soon report that Ed, too, is back on the job.

FOR SALE: Lathe and Motor—practically new. If interested telephone the union office, 421-1968.

SAN FRANCISCO MEETING: The next meeting will be held on Thursday, October 21 at 7:30 p.m. in the Assembly Hall, Room 317, 785 Market Street, San Francisco.

## Welfare study gets action

Continued from page 1

at listing "priorities"—because it felt that the No. 1 priority of its findings was management responsibility for a welfare mess which its report described as "a state of crisis."

From the start of the study, Collins told the Labor Council, the labor position was that management failure was the overriding welfare problem.

He praised the other 20 study committee members for seeing that labor point of view and finding that management was the major problem.

Staff work on the report was done by staff of the California Taxpayers Association.

"The Taxpayers' Association staff also deserves much credit for pinpointing the obvious fact that the problem was management," Collins declared.

Terzian, a former Probation

Department aide until he became welfare director in 1966, had asked to return to probation as criticism mounted against his welfare management. Last week, however, he said he had been "thinking seriously" about retirement.

Social Services Union Local 535, which had disclosed the main burden of the report before it was officially made public, had charged the department management with failing to establish uniform policies for employee guidance, failing to utilize available federal and state funds and other shortcomings.

McKay, who as head of the merged agency, has over-all welfare responsibility, has been a senior analyst in the county administrator's office for 15 years, was a director of the Alaska and Texas Legislative Councils and a consultant to the Alaska Constitutional Convention.

## Nixon's flipflop set speed record

President Nixon's flipflop from his prior "game plan" to his "freeze"-plus tax gift to business policies took just one week, U.S. Senator Hubert H. Humphrey noted in a recent Los Angeles speech.

Humphrey recalled: "The President made a complete about face. He acted as if the crisis had developed literally over the weekend."

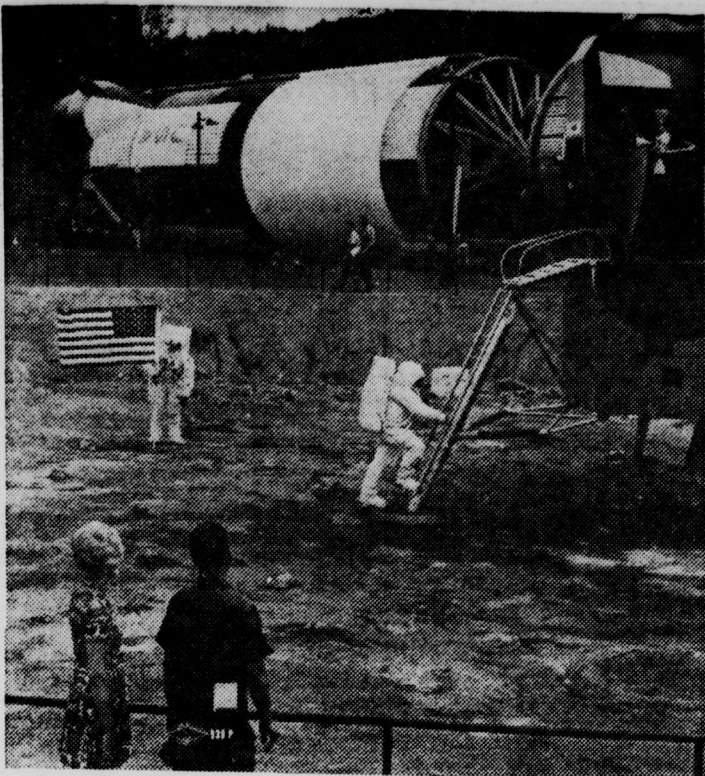
"But lest we forget, let's look at the record — in the first week of August Mr. Nixon told the Nation in his press conference that his policies and programs were producing the desired results."

"The Administration game plan, he said, was working, and he had no intention of changing it."

"The President boastfully claimed that inflation was being brought under control, unemployment was being reduced and the economy was growing stronger."

"And within just one week, utterly disregarding what had been said, he announced the imposition of a wage-price-rent freeze and a 10 per cent surcharge on imports. He ordered budget cuts, made recommendations on tax reductions and floated the dollar."





**SPACE EXPLORATION** was made real for Aluminum Workers convention delegates in a tour of the U.S. Space & Rocket Center near Redstone Arsenal, Alabama. Convention was held in Huntsville, Alabama. Unionists are viewing a full sized facsimile of an Apollo landing.

## Union membership at all-time high; still a long way to go

Union membership hit an all-time high of 20,700,000 in 1970 but still had a long way to go before it covered the labor force, Labor Department statistics disclosed.

Total membership of unions and professional employee associations with U.S. headquarters was 542,000 higher than in 1968, to total 22,600,000.

Union growth made up almost all of that. It was 500,000 more than in 1968, with public employees making big gains.

Percentagewise, however, union-association strength dropped a bit from its 1968 level and union strength among non-farm workers was up a tiny fraction from 1969 and off just a bit from 1968.

In 1970 union and association membership represented 24.7 per cent of the total labor force.

This was the same as 1969 but a drop from the 25.2 per cent level of 1968.

Union members among non-farm workers, however, rose from 29.6 per cent in 1969 to 30.1 per cent in 1970. It was 30.5 per cent in 1968.

The Labor Department survey

for 1970 was the first to include professional employee associations which now engage in collective bargaining.

To be included, the employee associations also had to represent members in more than one location.

On a percentage basis, the biggest gainers were the American Federation of Government Employees, the American Federation of Teachers, the American Federation of State, County and Municipal Employees, the Retail Clerks, the Communications Workers of America and the Service Employees.

The number of women in unions rose 34,000 over the two-year span, raising the total to 4,300,000. White collar members, totaling 3,400,000 in 1970, rose by 177,000 from 1968.

Membership in the manufacturing sector, where unionization has been strongest, declined by 44,000 between 1968 and 1970. During the same two years, approximately 360,000 employees in non-manufacturing industries were added to union rolls and membership among state and local government employees increased by 143,000.

## Tax justice still unfinished business

AFL-CIO President George Meany told the House Ways & Means Committee that the tax reform act of 1969 did not complete the work of substituting tax justice for inequities.

He urged Congress to close the capital gains loophole, repeal the oil depletion allowance and eliminate other special preferences that still allow the wealthiest Americans to escape paying a fair share of taxes.

A special supplement to his testimony warned against the proposal in Congress to delay next year's rise in the Social Security taxable wage base, in order to increase takehome pay.

That would endanger the

### Gorman on ULLIC board

International Secretary-Treasurer Patrick E. Gorman of the Meat Cutters has been elected to the board of directors of Union Labor Life Insurance Company.

hospital insurance trust fund used to finance the Medicare program, the AFL-CIO warned.

A more effective way to increase spending power, the federation suggested, would be to advance the effective date of Social Security benefit increases provided in a House-passed bill or to increase the benefit hike.

## TV actors get 22 pct. more

The Screen Actors Guild collected \$14,700,000 for its members from the television industry, not counting payment for commercials, during the 10 months ended August 31. This was an increase of 22.6 per cent from a year earlier.

The money was residual fees for work in domestic and foreign television productions, plus payment for theatrical pictures sold to television. TV commercial fees are paid directly to actors.

## More laws needed in anti-union firings

There must be changes in the law to protect workers fired for union activity, since fewer than half are successfully reinstated, says Congressman Les Aspin.

Aspin, a Wisconsin Democrat, wrote in the AFL-CIO's American Federationist on a study he made while working for a doctoral degree at Massachusetts Institute of Technology and later expanded.

His conclusion of the study of New England area National Labor Relations Board cases is:

"Reinstatement isn't enough... Among the changes needed to make the National Labor Relations Act an effective law are improvements in the particularly weak section of the law pertaining to the rights of individuals wrongly fired for union activity." "Employees fired for exercising their right to join and assist labor unions need more help than the law and the National Labor Relations Board are now giving them."

The law requires that a person illegally fired for union activity must be offered reinstatement to the same or a "substantially equivalent" position to the one he was fired from.

What happens in cases where the NLRB orders the employer to comply with the law?

The NLRB itself has very little idea of what happens to reinstated employees. Aspin found after sampling 71 cases covering 194 employees who were fired between July 1, 1963 and July 1, 1964, in the NLRB's New England region.

Most of the cases—62 of 71—rose out of organizing drives and most—50 out of the 71—were settled informally.

Aspin found that at first, most illegally fired workers wanted re-

instatement with their former company.

"But the company definitely did not want them back," he added. "And very few of them were actually successfully reinstated."

Three major reasons were given: the complainant found a better job; he waived reinstatement in order to get some back pay in a deal with management; he was afraid of company retaliation if he got his job back.

A fired employee, faced with unpaid bills, naturally "is tempted when the company offers him perhaps several hundred dollars in back pay if he will settle the case and refuse reinstatement," the author points out.

"The most frequent reason for refusing reinstatement was the fear of company retaliation... the individual has observed the company's attitude. He begins to think about what it will be like to go back to work in that company," Congressman Aspin wrote.

"He knows that some jobs are heavier or dirtier than others and begins to wonder how they will be assigned," said the Congressman.

What happened to those who were reinstated? Aspin found that two-thirds of them were gone from the company within two years after reinstatement. The most frequent reason given for leaving was "bad company treatment."

He found that reinstatement was likely to be successful in only 10 to 30 per cent of the cases studied. That led to these recommendations by Aspin for improving enforcement of the federal labor law:

• The NLRB should make liberal use of that section of the law which allows it to seek a court injunction and immediate

reinstatement of fired workers. Use of this remedy "is extremely rare," the article notes.

• The NLRB should adopt a policy of actively encouraging reinstatement for all fired individuals. A system of follow-up interviews should be used to make sure management is not mistreating them. The company should be told these interviews will take place but should not be told when they will be held.

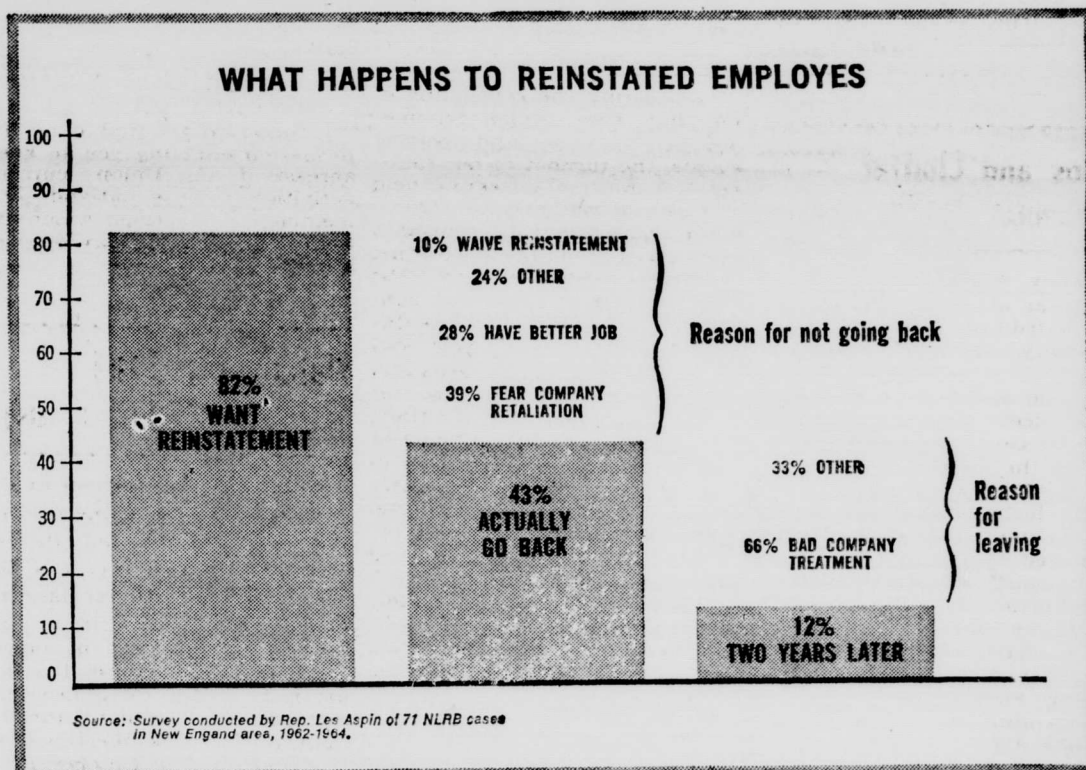
• The NLRB should send a letter to the worker when he is reinstated, telling him what his rights are, and what kind of treatment is forbidden. The letter should name the NLRB officer who should be contacted if the worker has any further trouble or questions.

• Unfair labor practice violations should be well publicized. NLRB regional offices should encourage public reporting of unfair practice cases.

• Companies violating the law should be made to pay triple damages to the reinstated worker. Stiff fines should be imposed on firms that repeatedly and deliberately violate the law "because it costs less money to break the law than to accept the union" chosen by employees.

"As it now stands," Aspin observes, "the law has no penalties for violations and seeks no punishment — it seeks only restitution, such as the back pay and reinstatement provisions."

"This policy of conciliation does not work. Most companies were breaking the law... because it cost them little or nothing to do it. Sufficient penalties, vigorously enforced, would offer important incentives to these companies to comply with the law."



## Censorship by any other name will smell as sour

The county's requirement of a use permit for bookstores to operate is a foot-in-the-door move toward censorship which can go far beyond bookstores for its target, said the Alameda County Central Labor Council in voting to sue to invalidate the ordinance.

While its ostensible target is pornography, it is equally adaptable to controlling distribution of material telling labor's or any other viewpoint, Executive Secretary - Treasurer Richard K. Groulx told the Labor Council.

Groulx and other council representatives had vainly asked the board of supervisors to rescind the use permit ordinance. The council referred the issue to its attorney, Victor Van Bourg, authorizing him to go to court.

## I AM MOVING

Effective \_\_\_\_\_ I am moving to a new address.

Name \_\_\_\_\_ Union No. \_\_\_\_\_

Old Address \_\_\_\_\_ City \_\_\_\_\_

New Address \_\_\_\_\_ City \_\_\_\_\_

CUT OUT AND MAIL TO:

**EAST BAY LABOR JOURNAL**

1622 East 12th Street, Oakland, California 94606



# OFFICIAL UNION NOTICES

## AUTO & SHIP PAINTERS 1176 HAYWARD CARPENTERS 1622

Auto, Marine & Specialty Painters 1176 meets on the first and third Tuesdays of every month in Room H, Labor Temple, 2315 Valdez Street, Oakland, at 8 p.m.

Fraternally,  
LESLIE K. MOORE,  
Business Representative

## IRON WORKERS 378

Our Regular Executive Board meetings are held on the 2nd and 4th Wednesdays of each month, 8 p.m.

Stewards meetings also are held the second and fourth Wednesdays of the month at 8 p.m.

Our regular membership meetings are held on the 2nd and 4th Friday of each month, 8 p.m.

Fraternally,  
BOB McDONALD  
Business Agent

## STEELWORKERS L.U. 7616

Regular membership meetings are held the second Saturday of every month at 9 a.m. at Eagles' Hall, 1228 Thirty-sixth Avenue, Oakland, California.

Fraternally,  
ESTELLA STEPHENS,  
Recording Secretary

## ALAMEDA CARPENTERS 194

Carpenters Local 194 meets the first and third Monday evenings of the month at 8 p.m. in the Veterans Memorial Building, located at 2201 Central Avenue, Alameda.

Refreshments are served following the first meeting of the month in the Canteen for all present. You are urged to attend your Local's meetings.

Fraternally,  
WM. "BILL" LEWIS,  
Recording Secretary

## PRINTING SPECIALTIES 382

Meeting second Friday of the month at 8 p.m. in Jenny Lind Hall, 2267 Telegraph Avenue, Oakland.

Fraternally,  
TED E. AHL,  
Secretary

## SERVICE EMPLOYEES 322

Regular meetings held first Thursday of each month at 8 p.m. in the Labor Temple, 2315 Valdez Street, Oakland, Room H, Third Floor.

Fraternally,  
VERN DUARTE,  
Financial Secretary

## GOVERNMENT EMPLOYEES 3

General membership meeting Hall C, Labor Temple, 2315 Valdez St., Oakland, the fourth Friday of the month, 8 p.m.

Fraternally,  
JACK KENNEDY,  
Business Representative

## BARBERS 516

The next regular meeting will be held on Wednesday, October 27, 1971 at 8 p.m. in Newark Square Barber Shop, 5600 Thornton Avenue, Newark, California.

Fraternally,  
AL DOYLE,  
Secretary-Treasurer

## PRINTING SPECIALTIES 678

Meeting second Thursday of the month at 8 p.m. in Cannery Workers Hall, 492 C Street, Hayward, California.

Fraternally,  
WILLIAM PRENDEBLE,  
Secretary

## PAINT MAKERS 1975

The next Regular Meeting of Local 1975 will be held on October 19, 1971 at 8 p.m. in Hall "C" of the Labor Temple, 2315 Valdez Street, Oakland, California.

Date: October 19, 1971.  
Time: 8 p.m.  
Place: Hall "C," Labor Temple, 2315 Valdez Street, Oakland, California.

Fraternally,  
CARL LAWLER,  
Recording Secretary

## SPECIAL NOTICE

As of January 1, 1972, dues will increase by \$1 per month. Retired dues will remain as is.

Fraternally,  
DELBERT BARDWELL,  
Financial Secretary

Want to know what's happening? Come to your union meetings!

Regular meetings are held every second and fourth Thursday at 8:00 p.m. at the hall, 1050 Mattox Road, Hayward, California.

Pay your dues at the Financial Secretary's office. It is open at 7:30 a.m. to 5 p.m. on Monday, Tuesday, and Wednesday. On Thursday 8 a.m. to 8 p.m., Friday 7:30 a.m. until 12 noon.

Members who move should inform the local union of their new addresses.

Fraternally,  
CHARLES WACK,  
Recording Secretary

## SERVICE EMPLOYEES 18

General membership meetings of Service Employees Local 18 are held at 10 a.m. the 4th Saturday of each month in Jenny Lind Hall, 2267 Telegraph Avenue, Oakland.

Fraternally,  
BEN J. TUSI,  
Secretary

## CARPENTERS 36

The regular meetings for Carpenters Local Union 36 are held the first and third Thursdays of each month at 8:40 Enterprise Way, Oakland, California 94621, at 8 p.m. Refreshments are served by the Ladies Auxiliary immediately following each meeting.

The hours of the Financial Secretary's office are 8 a.m. to 5 p.m. Monday through Thursday. Friday the office closes at 1 p.m. Phone 569-3465.

Fraternally,  
ALLEN L. LINDER,  
Recording Secretary

## BERKELEY CARPENTERS 1158

### NOTICE

When sending in your dues by mail, please send to Wm. Mahaffey, 2315 Valdez Street, Room 220-A, Oakland, California 94612.

Regular meetings are held on the first and third Thursdays of each month at Finnish Brotherhood Hall, 1970 Chestnut Street, Berkeley, California.

Fraternally,  
NICK J. AFDAMO,  
Recording Secretary

## CARPET & LINOLEUM 1290

The next meeting of Carpet, Linoleum and Soft Tile Workers Local 1290 will be held on Thursday, October 28, Hall "C" at 8 p.m., 2315 Valdez Street, Oakland. Please attend.

National Conference deaths are now due and payable through NC 399.

Fraternally,  
BOB SEIDEL,  
Recording Secretary

## PLUMBERS & GAS FITTERS 444

The next regular meeting of Plumbers & Gas Fitters Local 444 will be held on Wednesday, October 27, 1971 at 8 p.m. in Hall A, first floor of the Labor Temple Building.

ORDER OF BUSINESS  
1. Regular order of business.  
2. A vote will be taken on a resolution to amend the By-Laws on purchasing cars for the Union.  
Please be sure to attend this meeting; union meetings are a very important part of union membership.

Fraternally,  
GEORGE A. HESS,  
Business Manager and  
Financial Secretary-Treasurer

## SHEET METAL WORKERS 216

The regular meetings are every 3rd Wednesday of the month at 8 p.m. in the Labor Temple.

Fraternally,  
FRED HARMON,  
Business Manager

## No state control of \$1,346 job fee

Continued from page 1

ities and excessive fees charged by employment agencies."

A millman who had been referred to a job in Local 550's jurisdiction by an agency disclosed the huge charge.

The agency had claimed that the applicant would earn \$11,-283.66 a year. But, based on average hours, the job would pay little more than \$9,000, the union said.

The jobseeker didn't follow up the \$1,346.66 job but went to work through Local 550 and will be charged just the union's \$210 initiation fee when he joins under the union shop clause.

Union attorney Stewart Weinberg earlier had warned Local 550 that the \$1,346.66 price tag might be legal even though unions are far better able to refer workers to jobs at minimal or no fees.

## New delegate

Gene Bohner of Millmen's Local 550 was seated by the Alameda County Central Labor Council as a new delegate last week.

## BERKELEY PAINTERS 40

### SPECIAL NOTICE

A special called meeting will be held Friday, October 29, 1971 at 8 p.m. at 2051 San Pablo Avenue, Berkeley, to vote on the following:

1. Amend Local 40 bylaws by deleting the reference to life insurance.

2. Establishment of a business representative assessment and provision that the present life insurance assessment, now paid by working members, be placed in the business representative's fund.

Fraternally,  
GENE SLATER,  
Business Representative

## U.C. EMPLOYEES 371

Our next regular meeting will be held November 13, 1971 in Room 155, Kroeber Hall. The Executive Board will meet at 12:30 p.m. and the regular meeting will be at 2 p.m. Coffee and donuts will be served.

Negotiations will be starting and nominations for the officers for the coming year will be taking place.

Fraternally,  
J. J. SANTORO,  
Secretary-Treasurer

## BARBERS 134

### FLASH!

International President Joseph N. De Paola pleads guilty to accepting kickbacks on pension loans and resigns as of October 1, 1971. The trial is now in session in Federal Court in Chicago.

Our next regular meeting will be held at 8 p.m., Thursday, October 28, 1971, at the Labor Temple, 2315 Valdez Street, Oakland, California. BARBERS 134—Insert—

The Pension is still FROZEN by Federal Court Order and either our International leaders or the appointed receiver is bungling (Snafu) the proposed referendum vote. Please do not call me in reference to the Pension. We will probably be informed together what and when anything happens.

Fraternally,  
JACK M. REED,  
Secretary-Treasurer

## MILLMEN'S UNION 550

The next regular membership meeting of Millmen's Union Local 550 will be held on Friday, October 15, at 8 p.m. in room 227 of the Labor Temple, 2315 Valdez Street, Oakland.

The delegates to the Bay District Council of Carpenters meet on the 1st and 3rd Wednesdays of each month at 8 p.m., 240 Golden Gate Avenue, San Francisco, California. Members with complaints regarding Mill Cabinet Trust Health & Welfare contact the local union.

Members interested in attending a blue print reading and layout class notify the local union by mail.

Fraternally,  
ODUS HOWARD,  
Financial Secretary

## AFSCME-EBMUD 444

The next Membership meeting is scheduled for October 14 starting promptly at 7:30 p.m.

Fraternally,  
CHARLES E. TEIXEIRA,  
Secretary-Treasurer

## from the EDITOR'S CHAIR

### Home and mother

Continued from page 1

by a male employee in the event of the birth of his child."

The reason for this is that it would cost the county more if their lady employees got maternity leave. This is quite true. From the very start mother spends more time on motherhood than father does on fatherhood.

★ ★ ★

I HAVE word on this law courtesy of the American Civil Liberties Union which is going into court to get paid maternity leave for a lady county employee who had to use her vacation pay to keep up her income when she became a mother.

The ACLU says that this is the most bizarre maternity leave law around, pointing out that:

"It attempts to challenge nature at a very fundamental point and reverse its allocation of childbearing responsibility."

I differ. This is a perfectly natural setup if male county officials and male lawmakers conceived (if you'll excuse the expression) and gave birth to this thoroughly anti-female bit of discrimination.

This sort of thing has been going on since the late Stone Age, when fathers took to bed and rested during the birth of their children as some way to please the gods.

Downgrading the ladies is an ancient custom of gentlemen, who even get cooperation in it from some ladies.

Nor is it unnatural for local government to come up with bizarre ways to save money.

★ ★ ★

RATHER THAN attack the ordinance as agin nature or refer it to Women's Lib for further processing, I suggest that Sonoma County carry its position to its logical conclusion.

If maternity leave for women is too expensive, the answer is simple:

Abolish maternity.

## Marble Polishers elect Lawhead

Wylie Lawhead was elected president of the Marble, Slate & Stone Polishers at the union's convention at Arlington Heights, Illinois.

Lawhead, a union vice president since 1959, succeeds President William Peitler who was not a candidate for re-election.

## BURNETTS NEW LUCKY'S

2268 TELEGRAPH AVENUE  
"For the Best in Italian Foods"  
COCKTAIL LOUNGE

CLARENCE N.

## COOPER MORTUARY

"Built by Personal Service"

Main Office

Fruitvale Ave. at East  
Sixteenth Street

Telephone 533-4114

## SIMMONS

Manufacturers of  
LEATHER WORK GLOVES, MITTS  
WELDERS' LEATHER GARMENTS  
HOURS 8-5—Sat.: 8-3

## SIMMONS GLOVE CO.

306 12th St., Oakland, Calif.  
PHONE: 451-0462



# EAST BAY LABOR JOURNAL



FOUNDED APRIL 3, 1926 . . . Only Official  
Publication of Central Labor Council — AFL-CIO  
and Building Trades Council of Alameda County  
AFL-CIO.

45th Year, Number 31

JOHN M. ESHLEMAN, Editor  
1622 East 12th Street, Oakland, Calif. 94606

October 15, 1971

Phone 261-3980

## Phase II looks a lot like the old 'freeze'

Phase II of the Nixon economic control policy is just Phase I—the wage freeze, price thaw—with special trimmings.

With—as we predicted last week—his usual inspirational platitudes and earnest looks, President Nixon unveiled for the nation this same old setup:

- Lip service to controlling profits but no formal control.
- "Voluntary" control of interest.
- Mandatory control of wages—the heart of Nixon's present program.
- Purported control of prices but with the continuance of the same so-called "freeze," which has not frozen prices.
- Purported control by labor-industry-public boards but with final veto power in the hands of the mis-called "Cost of Living Council"—in other words government control from the top.

Along with uncontrolled profits and interest, the new plan continues Mr. Nixon's offers of lavish tax benefits to big business.

Mr. Nixon's faith that management will use these benefits to reduce prices and increase jobs is almost touching — but naively unrealistic since industry thinks of itself first and last and the public's welfare rarely.

After Mr. Nixon's broad generalities, his man, Secretary of the Treasury Connally laid out the less palatable facts of continued "freeze" and government dictation.

This has put such wellmeaning Republicans as Senator Javits in something of a panic. Mr. Javits and others assure labor that if it takes part in the program, the COLC will not veto decisions in which it joins.

This hardly jibes with Secretary Connally's blunt statement.

At this writing top labor representatives have not declared for or against Phase II.

But it appears to us that the best things which could happen would be for the courts to overrule the Phase I "freeze" in pending cases and for Congress to modify the stabilization law to rescind its blank check powers to the President.

That would assure that Phase II would be much amended.

## 'Equality' is not deprivation

The Labor Department notes without comment that a majority of the states have interpreted the Civil Rights Act of 1964 as ending protections for women against long hours.

Other women's protective laws have also been held to be nullified, notably a California ban on heavy lifting which a court has thrown out.

This removal of protections strikes us as a perversion of a law aimed at helping women and ethnic minorities by removing against discrimination as lower pay and lower-level employment.

The false logic is that if women got a special break in the past, it's "unequal" to continue to give it to them and deny it to men.

The true interpretation should be that equality means extending to men the protections women have had exclusively in the past.

Elimination of such special protections for women tempts unscrupulous employers—who have not been hesitant to pay women less than men—to violate the anti-discrimination intent of the Civil Rights Act further.

Now they can substitute women who still are lower-paid for men and work them at lower rates without any special protective restrictions.

At latest word, one more pledged Assembly vote was needed for Assembly Bill 1547 to extend industrial protections to men and end all the doubletalk that such laws are "unequal."

We hope that lone Assembly member comes around soon.

## 'Don't Worry, Baby, I Won't Let You Freeze!'



## Import curb doesn't help U.S. steelmen

President Nixon's 10 per cent surcharge on imports and "floating" devaluation of the dollar have failed to slow the increase in Japanese steel imports to the United States, says the Labor-Management Committee for Fair Foreign Competition.

Labor-Management Committee President John Stender disclosed that Japanese steel fabricators underbid 12 U.S. firms to win a \$12,300,000 contract at Little Rock, Arkansas—after the Nixon action which was supposed to curb import competition.

Japanese imports, whose below-American prices often include huge markups, won't suffer from Nixon's economic moves, Stender, a Seattle Boilermakers representative, predicted.

There's plenty of room in the Japanese price structure to ab-

sorb extra costs and still undersell American-made goods, he said.

Stender recalled Japanese Vice Minister of Finance Takashi Hosomi's assurance that: "The markup on some Japanese exports is in some cases as high as 300 per cent."

"These margins leave a lot of room for bargaining with American distributors . . . Ways will be found to subsidize the losers in Japan and besides the Japanese economy still has vitality and can make adjustments."

The Little Rock contract was for steel for an interstate bridge across the Arkansas River and was awarded to a consortium of Japanese fabricators, Stender said. He charged:

"The Japanese had the lowest bid by over \$900,000, which gives

some indication of the ineffectiveness of President Nixon's recent action.

"This award was particularly disappointing to the hard pressed fabricating steel industry after losing projects in the past year to the Japanese in Dallas, Phoenix, Seattle, Portland and Washington, D.C."

"This Arkansas bid shows that the Japanese producers have proved that they have the ability to absorb the tariffs, transportation costs and surcharges and still sell their fabricated steel products at least 15 per cent below domestic prices."

The steel in the contract would have meant about 226,000 man hours of work for American workers if it had been produced in the United States, the committee noted.

## Nixon charged with weakening job safety law

The Nixon administration is weakening key provisions of the new job safety law and accepting "paper promises" of performance by states, the labor representatives on the National Advisory Committee on Occupational Safety & Health protested.

One such switch on the intention of Congress in writing the Occupational Health & Safety Act is to permit states to ignore the key "walk around" provision allowing workers or union representatives to accompany safety officers on inspections.

The other is a loose timetable for state implementation of job safety programs, said AFL-CIO Safety Specialist George H. R. Taylor and Steelworkers Legislative Representative John J. Sheehan.

Rather than enforce strictly the deadlines for state safety programs, the Labor Department is permitting de'ays and relying on "paper promises" from governors, they declared.

The confrontation arose as the advisory committee reviewed guidelines for state safety programs issued by the Labor Department's Occupational Safety & Health Administration.

Labor Under Secretary Lawrence H. Silberman told the com-

mittee that states need not incorporate all the federal enforcement criteria — including the "walk around" provision — in their programs.

Silberman claimed that Congress did not intend that state safety plans be mirror images of the federal law.

Citing a subsection of the act, Silberman said that states could substitute their own provisions on job safety and health provided they are "at least as effective as" the federal act. He referred particularly to the "walk around" provision.

The authority for determining if the state safety plans are "at least as effective as" the federal criteria is left up to Occupational Safety & Health Administration, headed by Assistant Labor Secretary George C. Guenther.

Guenther reiterated Silberman's point: Congress set two criteria — one for the federal government and another for the states, he said, declaring that they are not identical.

Taylor and Sheehan questioned the Labor Department's authority to read the double standard into the law. They stressed that Congress focused on federal job

safety enforcement and that if it had intended that enforcement authority be shifted back to the states, it would have made specific provisions.

Under the Labor Department's guidelines, a state can have a "developmental plan" approved and funded by the federal government even though it does not meet all criteria stipulated in the federal law.

The states could take as long as three years to fully meet the criteria, Labor Department officials said, before they would revoke the plan for non-compliance and return total enforcement authority to federal inspectors.

During this three-year period a state could operate a "developmental program" of job safety with a promise from the governor that the legislature would provide funds and set standards for enforcement.

Sheehan said the "developmental plans" are really "non-plans" because no governor can definitely assure the federal government that the legislature would act according to his promises.





NIXON'S "FREEZE" costs 8,000 members of Hospital Employees Local 1199 in New York \$120,000 a week—and enriches employers by

the same amount. Five thousand members of the union turned out in this massive protest at federal offices in New York.

## Court to scrutinize 'freeze' law's validity

The issue of whether or not Congress legally handed President Nixon the blank check powers in the law under which he instituted his wage "freeze" is going to be decided in the courts.

The Meat Cutters sued in the U.S. District Court in Washington, D.C., contending that Congress did not have the power to delegate to Nixon the broad authority contained in the Economic Stabilization Act of 1970.

The law gives the President the sweeping power to "issue such orders and regulations as he may

deem appropriate to stabilize prices, rents, wages and salaries at levels not less than those prevailing on May 25, 1970."

It asked for an immediate injunction against the freeze, which would cost Meat Cutters packinghouse employee members alone \$5,000,000 in previously negotiated raises. Judge Aubrey E. Robinson instead referred the case to a special three-judge panel, whose decision could be appealed direct to the U.S. Supreme Court for a final ruling.

Judge Robinson found that there are "substantial questions

as to the constitutionality of the Economic Stabilization Act of 1970."

Although the union's request for an immediate injunction was denied, Meat Cutters Secretary-Treasurer Patrick E. Gorman voiced satisfaction that the constitutional issues had been sent to the three-judge panel for decision.

"We know that the more than 200,000 members of our organization who have been cheated out of millions of dollars by this unconstitutional wage freeze will also be pleased and that they are looking to the courts for economic justice," said Gorman.

He said that the packinghouse workers who lose \$5,000,000 in previously negotiated wage increases, include 50,000 employees of eight different meat-packing firms who were to receive a 25-cent hourly increase September 6.

The suit argues specifically that giving the President the power to impose wage-price controls is unconstitutional because the authority was given without any standards "to guide the President in deciding whether economic conditions warrant such action, or the timing of such action, or the nature and extent" of such controls.

The complaint also charges that the Economic Stabilization Act violates the Constitution's 5th Amendment because it contains no provision for judicial review of the President's actions or the orders, rulings or decisions of any administrative agency, such as the Cost of Living Council.

The Justice Department argued in a brief that the Meat Cutters are asking the court "to blind itself" to the intent of Congress in passing the act.

But Judge Robinson said that even assuming the delegation of authority to the President is proper, the question of whether there is sufficient administrative and judicial review "is a question that in the view of the court raises itself to constitutional proportions."

## Musicians take on 2 cutrate bands

Musicians Local 510 this week got Alameda County Central Labor Council strike sanction against the Silver Chords, a band which advertises it works for less than prevailing scale, and the Women of St. Bede's who indicate they'll hire a non-union band for an event October 23.

If the women's group does so, Local 510 Secretary-Treasurer Sam Zagami said, Local 510 will picket the non-union band at the event at St. Bede's Church in Hayward.

## Dinner for Satre set Oct. 22

Retiring Painters General Secretary - Treasurer O. T. (Bud) Satre will be honored at a testimonial dinner next Friday, October 22 at the Biltmore Bowl of the Biltmore Hotel, Los Angeles.

AFL-CIO President George Meany is honorary chairman of the event sponsored by the California State Council of Painters, California Labor Federation Secretary John F. Henning is associate chairman.

Satre, retiring after 30 years of service to the International Brotherhood of Painters & Allied Trades, also was a vice president of the AFL California State Federation of Labor from 1947 to 1952.

Reservations are \$25 each or \$250 for a table of 10. Checks to the O. T. Satre Testimonial should be sent to 2200 West Seventh Street, Suite 112, Los Angeles, California 90057.

## Phases I & II are lookalikes

Continued from page 1

with interpretations given us at that briefing.

"They raise serious questions which I believe must be explored thoroughly by the leaders of the American labor movement. That will be the key matter before this special executive council meeting:

Connally and Nixon disclosed other Phase II aspects:

1. No control on profits but a "policy" that any profit "windfalls" resulting from management withholding of "frozen" pay increases should be reflected in lower prices.

2. While the administration had indicated that there'd be a new ball game November 14 the "freeze" still will be in effect then "subject to whatever standards and criteria" set up by the board and commission, said Connally.

3. Interest and dividends will be subject to "voluntary" restraint by lenders and corporations.

4. Total enforcement of price and wage programs will be entrusted to 3,000 Internal Revenue Service employees who, Connally said, will be ample for such a big job. Labor has noted that employers will willingly relieve the government of enforcing a wage "freeze" by withholding pay raises.

5. And no change is contemplated in Nixon's program of big tax gifts to corporations in hope that they will then cut prices and increase employment.

Connally said the COLC would not veto any individual pay rulings of the Pay Board, which Nixon says will comprise five labor, five management and five public members.

That was taken by New York Senator Jacob Javits and other Republicans as meaning "autonomy" and they urged labor to cooperate.

## It's cooperation as 1 union organizes, second wins pact

Continued from page 1

mously to switch to ACWA in mid-strike and the latter union gained an agreement on October 8 and the workers returned Monday.

They will get a 15-cent per hour wage raise in each year of a three-year agreement, seven paid holidays per year, company-paid health insurance, the union shop and coverage by the ACWA pension fund. Management agreed to use the ACWA union label on its products.

All fired employees were reinstated.

The agreement is effective Monday but the pay raise will wait resolution of Nixon "freeze" complications.

Organizing was done by ILGWU Organizers Manuel Chavez and Willie March under direction of Joint Board Manager Mattie Johnson. Negotiators were ACWA Joint Board Manager Sam Krips, Union Label Director Anne Draper and a shop committee.

Nixon had called the board "semi-autonomous."

Apparently mindful of strong labor criticism of the current "freeze" for totally ignoring profits, Nixon said, that if the Price Commission determines a corporation has made "windfall profit" by holding back on "frozen" wage increases, the board's policy "will be that business should pass savings to the consumer by cutting prices."

He said, however, that profits as such would not be controlled and he gave no specifics of how a "windfall" profiteer could be forced to pass on his profit to shoppers.

Interest too will not be controlled by the government—although it is a big inflation factor—but instead Chairman Arthur Burns of the Federal Reserve Board will head a committee which will "enforce" a voluntary program by lenders to restrain interest.

Burns is a leading architect of Nixon's "tight money" program which vainly sought to fight inflation by making interest expensive.

Burns' committee also will have "enforcement" duties in another "voluntary" program of restraining stock dividends.

## Nixon goes to court to halt waterfront strike

Striking West Coast longshoremen went back to work last weekend under pressure of a federal court Taft-Hartley Act injunction secured by the federal Justice Department at President Nixon's orders.

International Longshoremen's & Warehousemen's Union President Harry Bridges served notice in his "On the Beam" column in the ILWU newspaper, the Dispatcher, that "the strike is not called off."

The ILWU Strike Strategy Committee's plans call for resumption of the strike after Taft-Hartley "cooling off" and—more significant—consultations with the striking East and Gulf Coast AFL-CIO International Longshoremen's Association on joint action.

The ILA has not yet been a Taft-Hartley injunction target.

In Los Angeles and Long Beach, strikers stayed off their jobs after the ILWU and 11 men called for by name by shipowners rejected the demand.

The ILWU and the 11 men, who had been called to set up machinery for loading and unloading, told the employers that such work should be shared by all available men under longstanding hiring hall practice. An arbitrator's ruling on the dispute was pending.

Federal Judge Spencer Williams, a former department head for Governor Reagan and a Nixon appointee to the bench, gave Nixon a 10-day back to work injunction.

A hearing was scheduled for today, Friday, by Federal Judge William T. Sweigert on the government's demand that the injunction be extended to the Taft-Hartley law's full 80-day "cooling off."

## UNION CASH BURIAL PLAN

AVAILABLE TO AGE 85

12 ANNUAL BENEFIT INCREASES

DOUBLE CASH BURIAL BENEFIT AFTER 12 YEARS

UP TO \$3,000.00 CASH  
NO PHYSICAL EXAMINATION  
GOOD ANYWHERE IN THE WORLD  
NO RATE INCREASES  
NO REDUCTION IN BENEFITS

Make Your Practical Arrangement for Final Financial Responsibility

MAIL THIS COUPON TODAY

### COUPON

UNION LABOR DIVISION OF U.S.I.A.  
600 - 16th St., OAKLAND, CALIF. 94612

Please furnish me with information about this special plan. I understand there is no obligation.

Name \_\_\_\_\_

Address \_\_\_\_\_

City \_\_\_\_\_

State \_\_\_\_\_

Age \_\_\_\_\_

Phone \_\_\_\_\_

Local No. \_\_\_\_\_

Shift \_\_\_\_\_



IF YOU ARE PAYING TOO MUCH NOW FOR YOUR PRESENT UNION COMPENSATION SUPPLEMENT PROGRAM, OR IF YOU DO NOT HAVE THIS VALUABLE BENEFIT, YOU MAY SAVE MONEY BY READING EVERY WORD OF THIS IMPORTANT ANNOUNCEMENT.

# A PAYCHECK PROTECTION PLAN **FOR YOU!** AT A COST EVERYONE CAN AFFORD

We are happy to announce that a special Union Members Disability Income PAYCHECK PROTECTION PLAN is now available to you, as a supplement to your union health and welfare or any other private plan you may carry. This protection is offered on a voluntary basis at a low cost with liberal benefits for all members who qualify.

Briefly here are some of the benefits. For full details, complete the coupon below and mail it immediately in order to receive full information about this outstanding plan and its **LOW COST TO YOU.**

**BENEFITS ARE TAX FREE—  
PAYS IN ADDITION TO  
ANY OTHER COVERAGE  
YOU MAY HAVE.  
—CASH PAID DIRECT TO YOU.  
COVERAGE 24 HOURS PER DAY  
ON OR OFF THE JOB.**

#### **LOSS OF TIME — ACCIDENT!**

You may apply and receive benefits from \$25.00, \$50.00, \$75.00 or \$100.00 per week when you are disabled as a result of an accident. **FULL BENEFITS ON AND OFF the job. (Form 987) COMPENSATION PAID FOR 5 YEARS!**

#### **LOSS OF TIME — SICKNESS!**

You may apply and receive benefits from \$25.00, \$50.00, \$75.00 or \$100.00 per week when you are disabled as a result of illness. (Form 987)

#### **HOSPITAL INDEMNITY ALSO AVAILABLE!**

You may apply and receive benefits of \$105 per week when you are hospital confined as a result of either ACCIDENT OR SICKNESS, for as long as 52 WEEKS. **THIS BENEFIT IS AVAILABLE AT A LOW COST FROM \$4.40 PER MONTH. (GUARANTEED ISSUE REGARDLESS OF HEALTH). Form 972.**

This plan will be administered locally by Pacific and Northwest Agencies and underwritten by Standard Life and Accident Insurance Company of California.

We believe this program is so well designed that every union member should have the opportunity to enroll. This is the same program that has been sponsored by many local unions in Oregon and Washington. Thousands of union members have already enrolled, and many benefits have already been paid. So don't delay, **MAIL** the coupon today. Only those members who **MAIL** the coupon will be eligible, and will be furnished full information.

Please furnish me with complete information about:

**Union Labor Workers Paycheck Protection Plan**

Underwritten by Standard Life & Accident Ins. Co. of California

**BENEFITS  
ARE TAX FREE &  
PAYABLE IN ADDITION  
TO MEDICARE, WORKMAN'S  
COMPENSATION OR OTHER  
INSURANCE**

Name.....Age.....

Street.....

City.....State.....Zip.....

Member of Local No.....Shift.....

Occupation.....Phone.....

**USE  
THIS  
CARD**



SUPPLEMENT TO

**EAST BAY LABOR JOURNAL**

# **IMPORTANT ANNOUNCEMENT**

**TO READERS OF THIS LABOR NEWSPAPER**

Due to the many inquiries and enrollments received from our advertisements in various union papers, we wish to offer this program on a general enrollment basis, which will be held commencing

**IMMEDIATELY**

**for all union members who wish to participate in our low-cost LIFETIME compensation program.**

***DON'T  
DELAY***

**MAIL TODAY**

**USE  
THIS  
CARD**

Postage  
Will Be Paid  
by  
Addressee

No  
Postage Stamp  
Necessary  
If Mailed in the  
United States

**BUSINESS REPLY CARD**

First Class Permit No. 5920  
San Diego, Calif.

**Standard Life and Accident of California  
Union Compensation Division  
300 - 8th Avenue, Room No. 9  
San Mateo, Calif. 94401**